

Exhibit B

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BY:

MEMORANDUM OF AGREEMENT

Building Material Teamsters Local 282 IBT ("the Union" or "Local 282") and the undersigned Employer (the "Employer") agree to enter into a collective bargaining agreement ("Agreement") that will contain the same terms and conditions of the 2013-18 Local 282 Building Material Freight Suppliers Agreement that was scheduled to expire by its terms on April 30, 2018, except as modified by the terms below.

1. Economic Increase. There shall be the following hourly economic increases:
 - a. Effective May 1, 2018: \$1.50 per hour
 - b. Effective May 1, 2019: \$1.50 per hour
 - c. Effective May 1, 2020: \$1.50 per hour
 - d. Effective May 1, 2021: \$1.50 per hour
 - e. Effective May 1, 2022: 2.5% (\$1.23 per hour)
2. Allocation of Increases. The economic increase shall be allocated as follows:
 - a. Effective May 1, 2018:
 - i. \$.77/hour as an increase in the hourly rate of contribution to the Local 282 Welfare Trust Fund ("Welfare Fund") for a total contribution rate of \$14.57/hour.
 - ii. The remaining \$.73 per hour to be allocated by the Union as between wages and the rate of contribution to the Local 282 Pension Trust Fund.
 - b. Effective May 1, 2019:
 - i. \$.77/hour as an increase in the hourly rate of contribution to the Welfare Fund for a total contribution rate of \$15.34/hour.
 - ii. The remaining \$.73 per hour to be allocated by the Union as between wages and the rate of contribution to the Local 282 Pension Trust Fund.
 - c. Effective May 1, 2020:
 - i. \$.77/hour as an increase in the hourly rate of contribution to the Welfare Fund for a total contribution rate of \$16.11/hour.
 - ii. The remaining \$.73 per hour to be allocated by the Union as between wages and the rate of contribution to the Local 282 Pension Trust Fund.
 - d. The increases reflected in paragraphs 1.d and 1.e above shall be allocated by the Union as between wages and fringe benefit contributions when rates required for the Welfare Fund and the Local 282 Pension Trust Fund become actuarially determined.
3. Sections 1 and 15 of the collective bargaining agreement shall be amended to reflect the increases and allocations referenced in paragraphs 1 and 2 above.
4. Duration. The Agreement shall be effective May 1, 2018 through and including April 30, 2023. Section 33 shall be amended to reflect same.

